

PHYSICIAN SUPPLY AND DEMAND INDICATORS IN GEORGIA

A SURVEY OF GEORGIA'S GME GRADUATES COMPLETING TRAINING IN JUNE 2004

**THE GEORGIA BOARD FOR PHYSICIAN WORKFORCE
SEPTEMBER 2005**

***MEETING THE PHYSICIAN WORKFORCE NEEDS OF GEORGIA COMMUNITIES
THROUGH THE SUPPORT AND DEVELOPMENT OF MEDICAL EDUCATION PROGRAMS***

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EXECUTIVE SUMMARY AND KEY FINDINGS

2004 GME EXIT SURVEY

In fiscal year 2002, the Georgia Board for Physician Workforce (GBPW) conducted a survey of physicians completing their final year of residency training in Georgia. The survey was similar to surveys administered in New York and California. The responses provided through this survey gave policy makers, planners, and educators insight into market forces and other factors, which impact physicians completing training in Georgia. To build on this work, the GBPW repeated this survey in 2003 and 2004. The responses to survey questions have provided an important glimpse into the landscape confronting new physicians in Georgia.

The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; starting salaries; in-state retention rates; proportion of graduates planning to practice in underserved areas; graduates' assessment of the job market; as well as other information. Collectively, this information provides policy makers and educators with knowledge to better tailor medical education and ancillary supports for physicians in training to ensure that Georgia has the physician workforce it needs in the future. Important findings from the 2004 survey are discussed below, along with comparisons to the fiscal year 2002 and 2003 GME Exit Surveys.

✓ **The physician marketplace needs new physicians.**

- 78 percent (76% in 2003) of respondents had **actively searched** for a job, and 89% (85% in 2003) of these job seekers had **already received and accepted an offer**;
- Those graduates who had actively searched for employment typically received 3 job offers, the same as 2003;
- Jobs for physicians still appear to be plentiful, as 66% (63% in 2003) of respondents indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. Similarly, 86% (84% in 2003) indicated there were some, if not many, jobs available *nationally*.
- More graduates are entering subspecialty training (18% in 2002, 21% in 2003, and 27% in 2004).

✓ **Georgia is not training enough physicians for its own use.**

- Only 19% of 2004 respondents graduated from high school in Georgia, compared to 26% in 2002 and 23% in 2003.
- Only 24% (28% in 2002 and 25% in 2003) percent graduated from a Georgia medical school.
- Only 38% (39% in 2003) of those physicians with ***confirmed plans*** to practice ***in Georgia attended medical school in Georgia***.

✓ **Serious pressures continue to challenge new physicians and Georgia's physician workforce.**

- Approximately 49% (42% in 2002 and 2003) of responding GME graduates had **educational debt totaling \$80,000** or more.
- Only 8% of respondents planned to practice in a rural area (6% in 2003, 16% in 2002).

Other Key Findings

1. *The strength of Georgia's job market for physicians appears strong.*

- Only 25% (down from 29% in 2003) of respondents who had actively searched for a job reported having difficulty finding a satisfactory position.
- Of those respondents with confirmed practice plans, 12% (13% in 2003) indicated having to change plans because of limited practice opportunities.

2. *Georgia continues to rely heavily on other states and countries to train needed physicians.*

- The majority of physicians completing residency training in Georgia are from other states. Of the 364 respondents, 230 (63%) lived in another state upon graduation from high school (up from 60% in 2003).
- Eighteen percent (up from 17% in 2003) of respondents indicated they graduated from a high school in another country.
- Fifty four percent (53% in 2003) of survey respondents attended medical school in another state, with 22% (same as 2003) attending medical school in another country.
- Fifty-four percent (same in 2003) of the graduates with **confirmed** practice plans are remaining in Georgia.

3. *The face of medicine is changing, as new physicians continue to reflect diverse backgrounds.*

- Forty percent of respondents were female (up from 36% in 2003).
- The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 39% of respondents indicating they were of African-American, Asian, or other races (up from 35% in 2003).

4. *Respondents entering practice in Georgia reported satisfaction with their salary/compensation packages.*

- Average starting salaries for 2004 graduates ranged from \$101,250 to \$250,000, depending on the specialty. The average starting salary range in 2003 was between \$112,000 and \$246,000.

- Fifty one percent (50% in 2003) of the respondents entering clinical practice, who had accepted a position, indicated they were “Very Satisfied” with their compensation package (114 of 224 respondents). Only 8 (down from 15 in 2003) of the 224 applicable respondents (or 4%) reported they were “Not Too Satisfied” or “Very Dissatisfied” with their compensation package.
- Specialists also enjoyed higher overall starting salaries. The average starting salaries for specialists ranged from \$101,250 for Infectious Disease (the low in 2003 was \$111,692 for Psychiatry) to \$250,000 for Thoracic Surgery (the high in 2003 was \$245,909 for Radiology). Salaries for new primary care physicians (*Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology*) ranged from \$116,500 to \$164,444 (compared with a range of \$113,357 to \$162,471 in 2003).

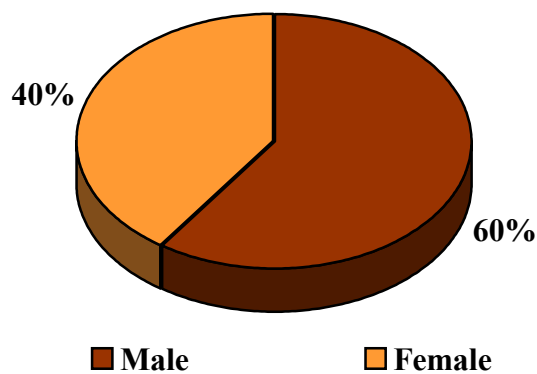
BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's third annual GME Exit Survey of physicians completing a Georgia residency or fellowship training program in June 2004. The survey instrument was developed by the Center for Health Workforce Studies based at the State University of New York in Albany. No changes have been made to the questionnaire. Similar surveys have been administered in other states in recent years. Comparisons with the 2002 and 2003 results are shown throughout the report where appropriate.

A total of 556 surveys were electronically distributed and 364 were returned, yielding an overall response rate of 65.5% (down from 79% in 2003, but still well above the 42% response rate of 2002).

DEMOGRAPHIC CHARACTERISTICS

Exhibit 1
Gender of Respondents
(N=364)



Of the respondents:

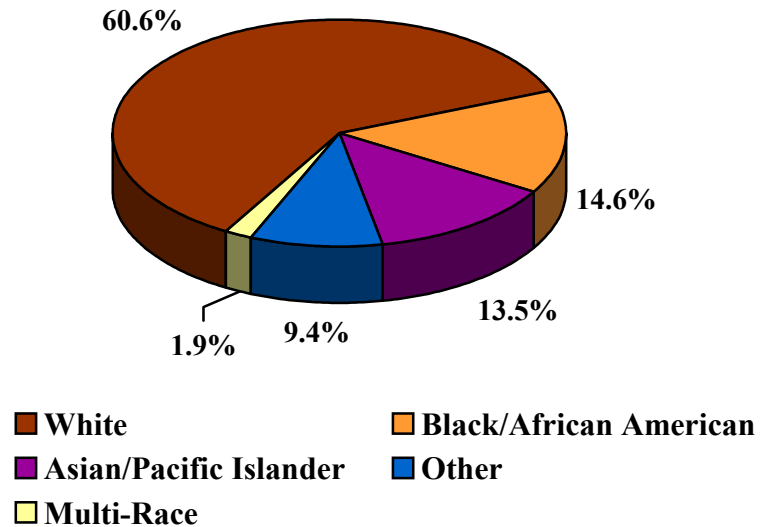
- 217 (60%) were Male
- 147 (40%) were Female

Results showed a higher percentage of female respondents entering the job market in 2004. The percentage was 40%, up from 36% in 2003.

Exhibit 2 Race/Ethnicity of Respondents (N=363)

Of the respondents:

- 220 (60.4%) were White
- 53 (14.6%) were Black/African American
- 49 (13.5%) were Asian/Pacific Islander
- 34 (9.3%) were Other
- 7 (1.9%) were Multi-Race

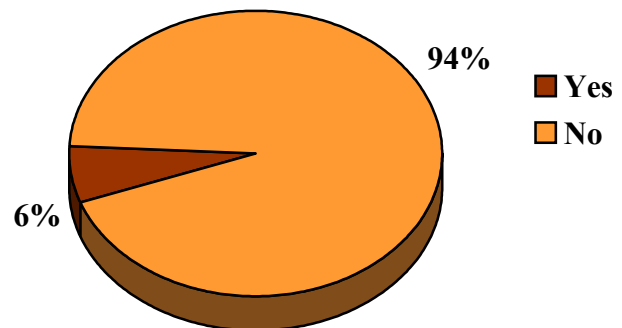


The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 39% of respondents indicating they were of African-American, Asian, or other races (up from 35% in 2003).

Exhibit 3 Respondents of Hispanic Origin (N = 364)

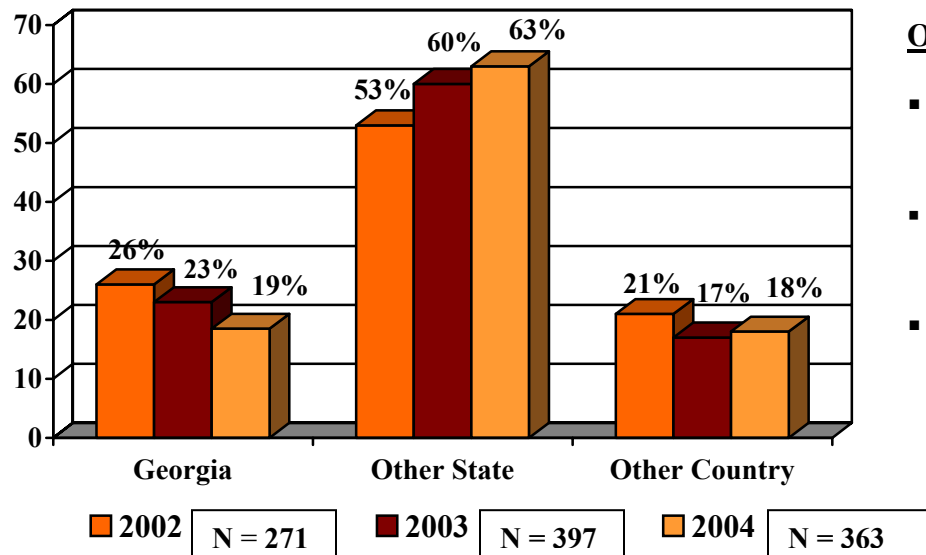
Of the respondents:

- 23 (6%) were of Hispanic origin
- 341 (94%) were not of Hispanic origin



RESIDENCE UPON GRADUATION FROM HIGH SCHOOL AND TYPE OF MEDICAL EDUCATION

Exhibit 4
Residence of Respondents Upon Graduation From High School



Of the respondents:

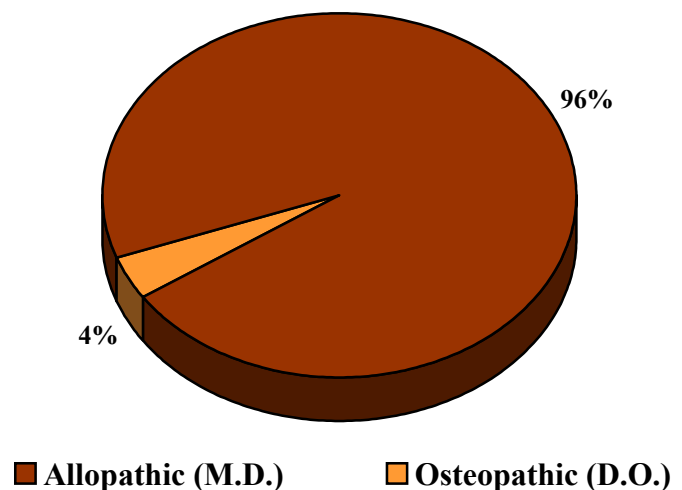
- 67 (19%) lived in Georgia
- 230 (63%) lived in Another State
- 66 (18%) lived in Another Country

Eighty one (81%) of physicians completing training in Georgia attended high school in another state or country (up from 77% in 2003 and 74% in 2002). The percentage of respondents that attended an allopathic medical school remained consistent from 2002-2004.

Exhibit 5
Type of Medical Education
(N=356)

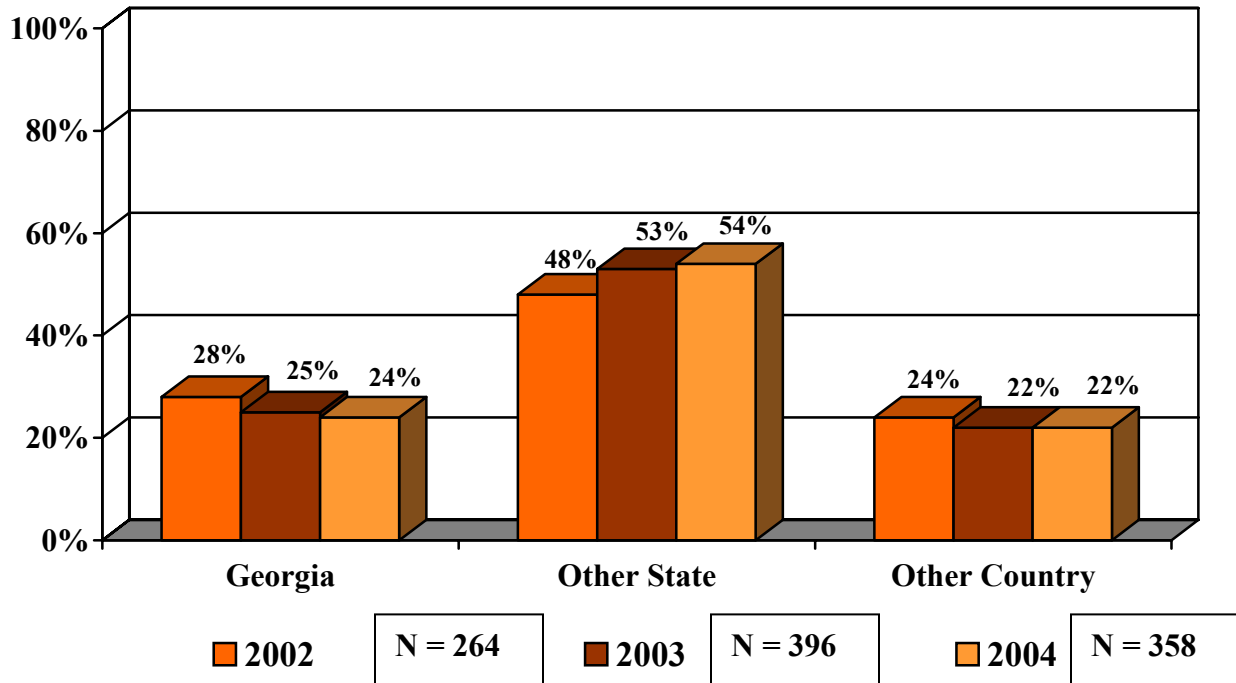
Of the 356 respondents:

- 343 (96%) went to an Allopathic Medical School and received an M.D. degree
- 13 (4%) attended an Osteopathic Medical School and received a D.O. degree



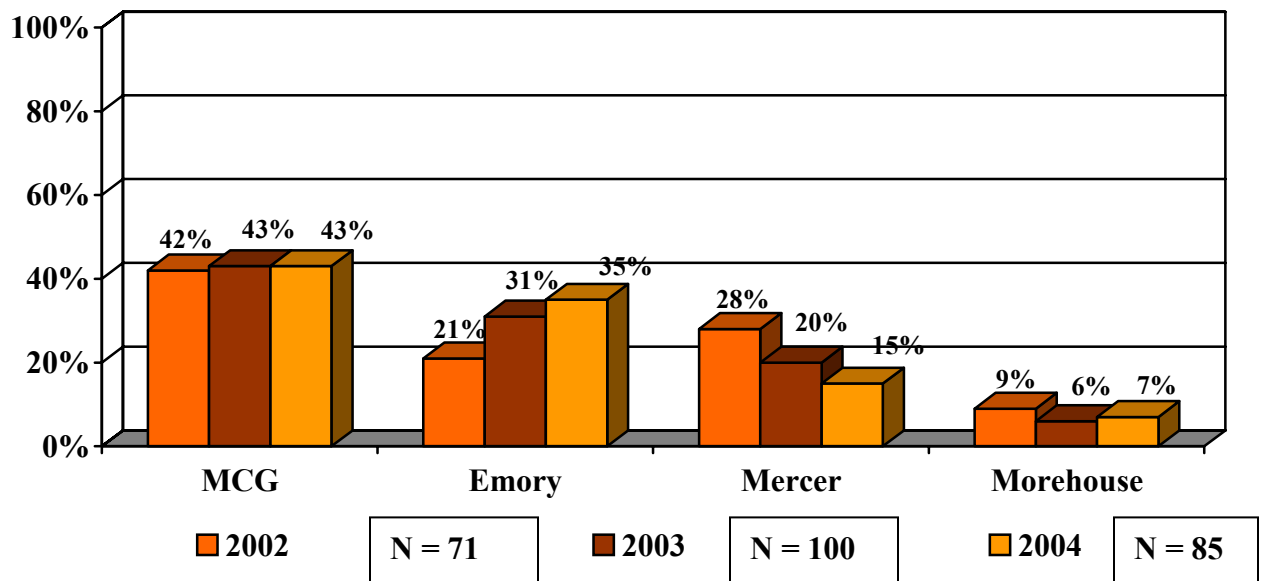
LOCATION OF MEDICAL SCHOOL

Exhibit 6
Location of Medical School



Slightly less than a quarter (24%) of respondents answering this question in 2004 graduated from a Georgia medical school, down from the previous years. The majority of these respondents graduated from MCG.

Exhibit 7
Respondents by Georgia Medical School



EDUCATIONAL DEBT OF SURVEY RESPONDENTS

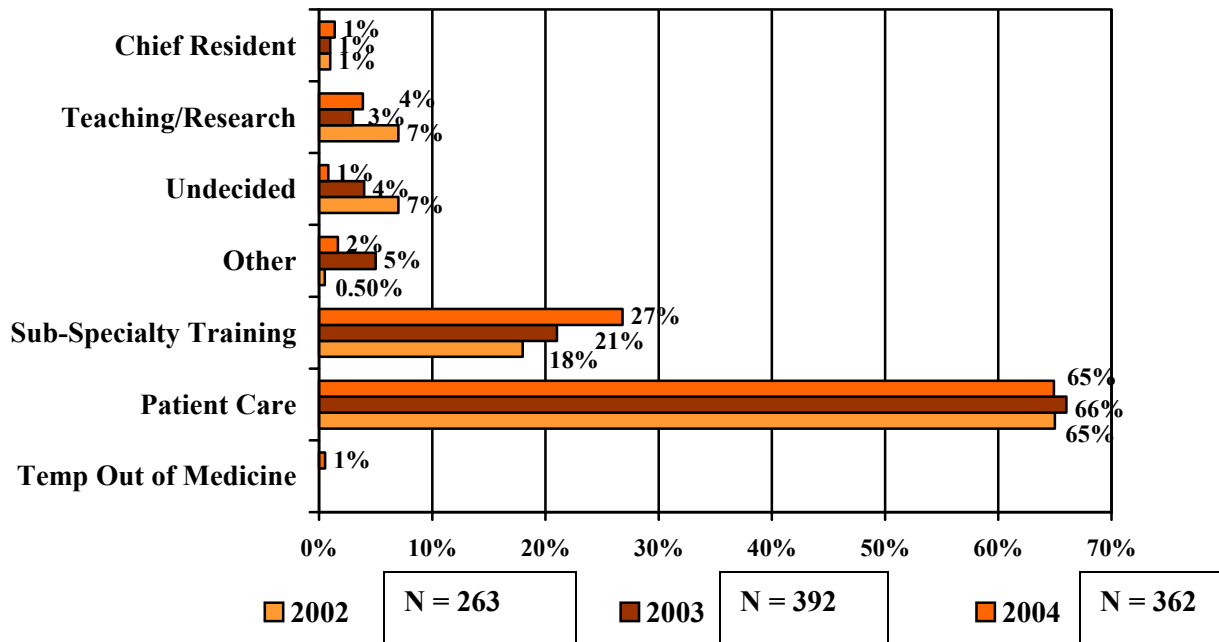
Exhibit 8
Educational Debt of Survey Respondents
Number/Percentage of Respondents by Level

Amount of Debt	Number of Respondents	Percentage of Respondents
None	92	29%
Less than \$20,000	8	2%
\$20,000-\$39,999	18	6%
\$40,000-\$59,999	22	7%
\$60,000-\$79,999	24	7%
\$80,000-\$99,999	26	8%
\$100,000-\$124,999	43	13%
\$125,000-\$149,999	19	6%
\$150,000-\$199,999	41	13%
Over \$200,000	29	9%
TOTAL Respondents (n =)	322	100%

As illustrated in Exhibit 8, approximately 49% of Georgia's GME graduates have educational debt totaling \$80,000 or more, up from 42% in 2002 and 2003. Forty one percent (41%) of the graduates have educational debt of \$100,000 or more (up from 34% in 2003 and 30% in 2002).

PRIMARY ACTIVITY AND LOCATION UPON COMPLETION OF TRAINING

Exhibit 9
Primary Activity of Respondents Following Completion of Training
(All Respondents)



The most notable trend is the increase in graduates reportedly entering sub-specialty training. The percentage of graduates remaining in Georgia to practice upon completion of training has remained fairly consistent.

Exhibit 10
Location of Primary Activity for Graduates with Confirmed Practice Plans

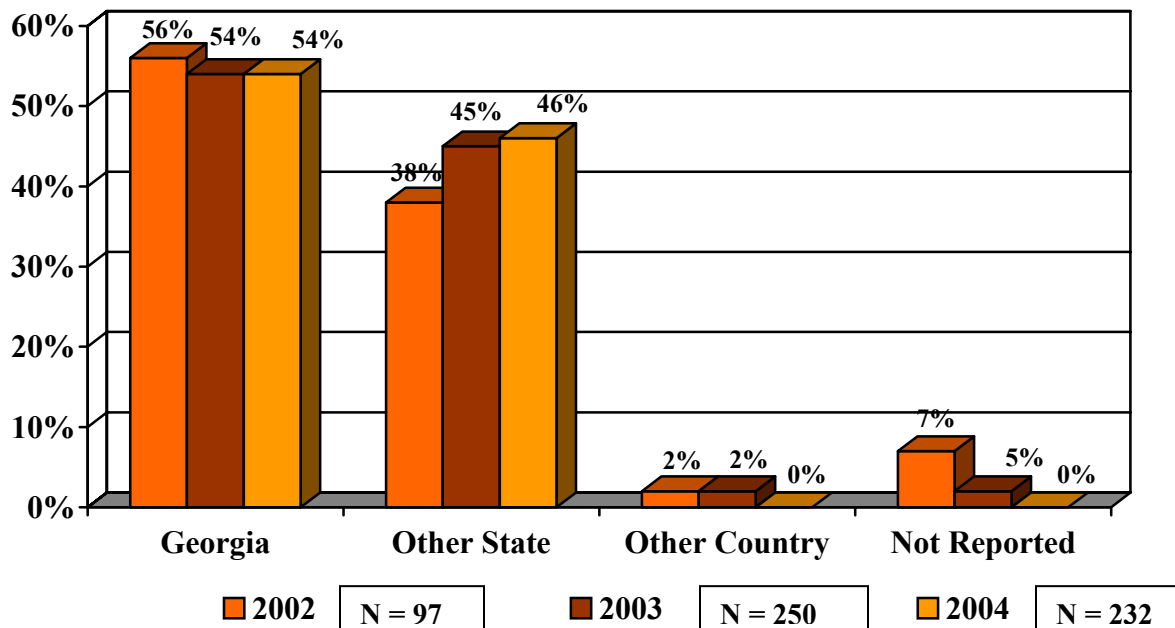
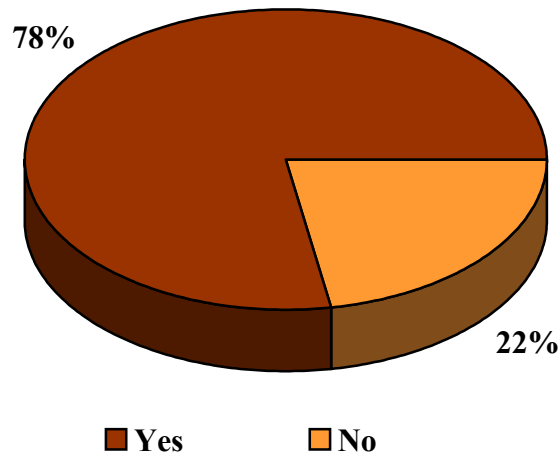


Exhibit 11 Graduates Who Had Actively Searched for a Job (N=320)



Of the respondents:

- 249 (78%) indicated “Yes” they had actively searched for a job
- 71 (22%) indicated “No” they had not actively searched for a job

The majority of respondents actively searched for a job prior to graduation. Of those who actively searched, 89% reportedly received and accepted an offer upon completion of training. These results were consistent with previous years.

Exhibit 12 Graduates Receiving/Accepting Job Offer Among Those Who Had Actively Searched (N=248)

Of the respondents who had actively searched for a job:

- 220 (89%) indicated “Yes” they had received and accepted a job offer
- 20 (8%) indicated “Yes” they had received but rejected a job offer and are still searching
- 8 (3%) indicated they had actively searched but not received any offers

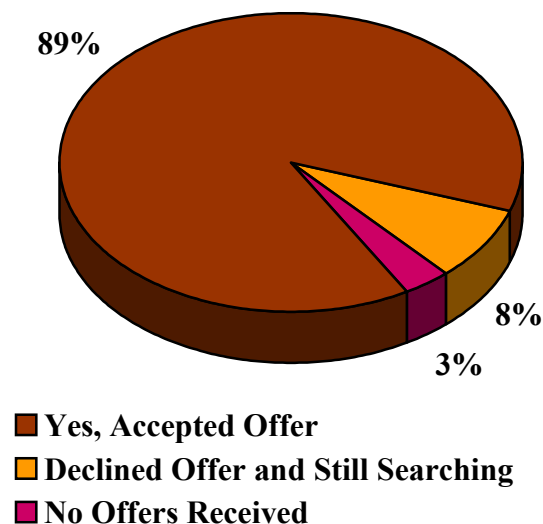
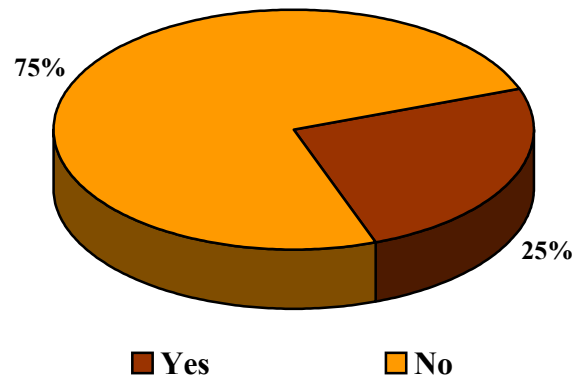


Exhibit 13
Difficulty Finding Practice Opportunity Among
Graduates Who Had Actively Searched
(N=240)

Of the graduates who had actively searched for a job:

- 60 (25%) indicated “Yes” they had experienced difficulty finding a job
- 180 (75%) indicated “No” they did not have any difficulty

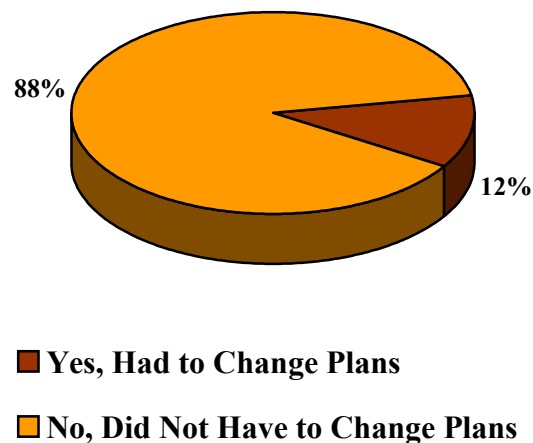


Among those who had actively searched, 25% indicated difficulty with finding a job (down from 29% in 2003). Of the 2004 graduates experiencing difficulty finding a job, 12% reported having to change plans because of limited practice opportunities (comparable to 13% in 2003).

Exhibit 14
Graduates with Confirmed Practice Plans Having
Change Plans because of Limited Opportunities
(N=229)

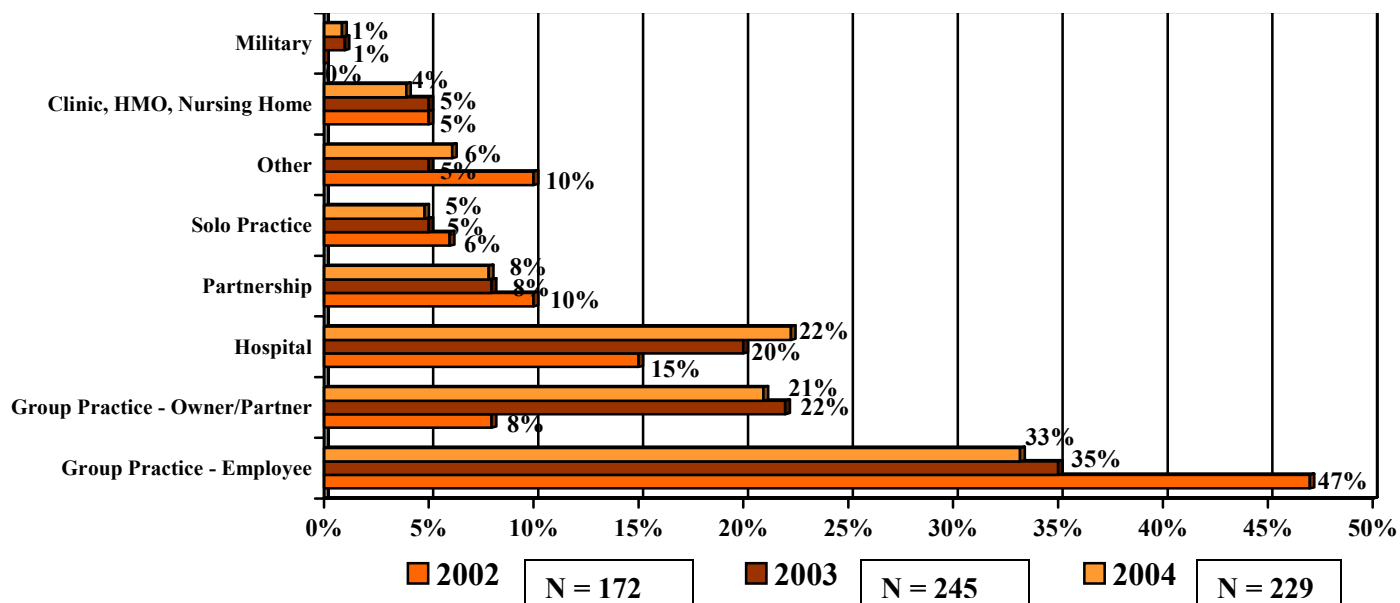
Of the graduates with confirmed practice plans:

- 27 (12%) indicated they had to change plans because of limited practice opportunities
- 202 (88%) respondents with confirmed plans reported no changes being made because of limited practice opportunities



PRIMARY PRACTICE SETTING AND PRACTICE AREA

Exhibit 15
Primary Practice Setting for Graduates with Confirmed Plans



Over the last three years, there has been a shift to more graduates entering group practice as an owner/partner (21% in 2004, up from 8% in 2002) versus as an employee. There has also been an increase in graduates entering hospital-based settings (22% in 2004, up from 15% in 2002). Distribution across practice areas has remained fairly constant, with the exception of fluctuations in the percentage of graduates entering rural practice between 2002 and 2004.

Exhibit 16
Practice Area for Graduates with Confirmed Plans

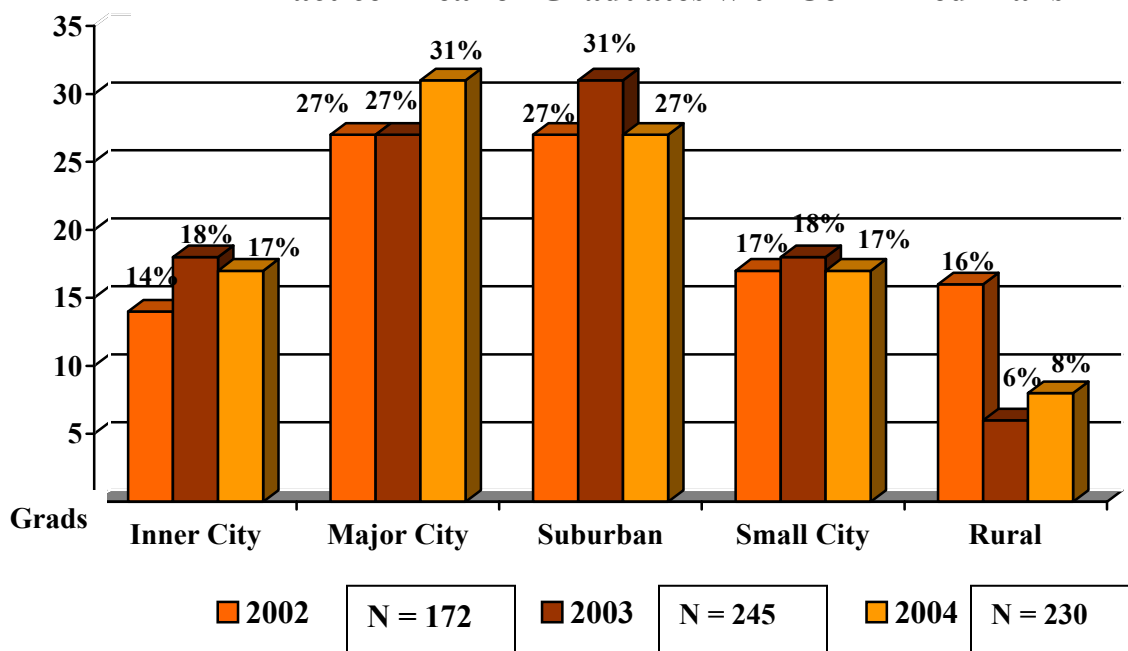


Exhibit 17
Type of Compensation Package for Graduates with Confirmed Practice Plans

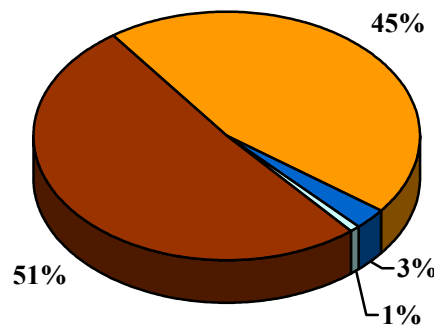
Type of Compensation Package	Number of Graduates	Percentage of Graduates
Salary with Incentive	132	57%
Salary Without Incentive	69	30%
Fee for Service	25	11%
Other	5	2%
Total Respondents With Confirmed Practice Plans	231	100%

No noticeable changes have occurred in the type of compensation packages being offered to graduates between 2002 and 2004. Salary with incentive remains the most common form of compensation for new physicians entering the job market. More importantly, an overwhelming majority of graduates were satisfied with their compensation (96% in 2004). This trend in satisfaction with compensation has been consistent over the last three years (2002–2004).

Exhibit 18
Level of Satisfaction with Compensation of Graduates with Confirmed Practice Plans
(N=224)

Of the graduates with confirmed practice plans:

- 114 (51%) indicated they were “Very Satisfied” with their compensation
- 102 (45%) were “Somewhat Satisfied”
- 6 (3%) were “Not Too Satisfied”
- 2 (1%) were “Very Dissatisfied”



■ Very Satisfied

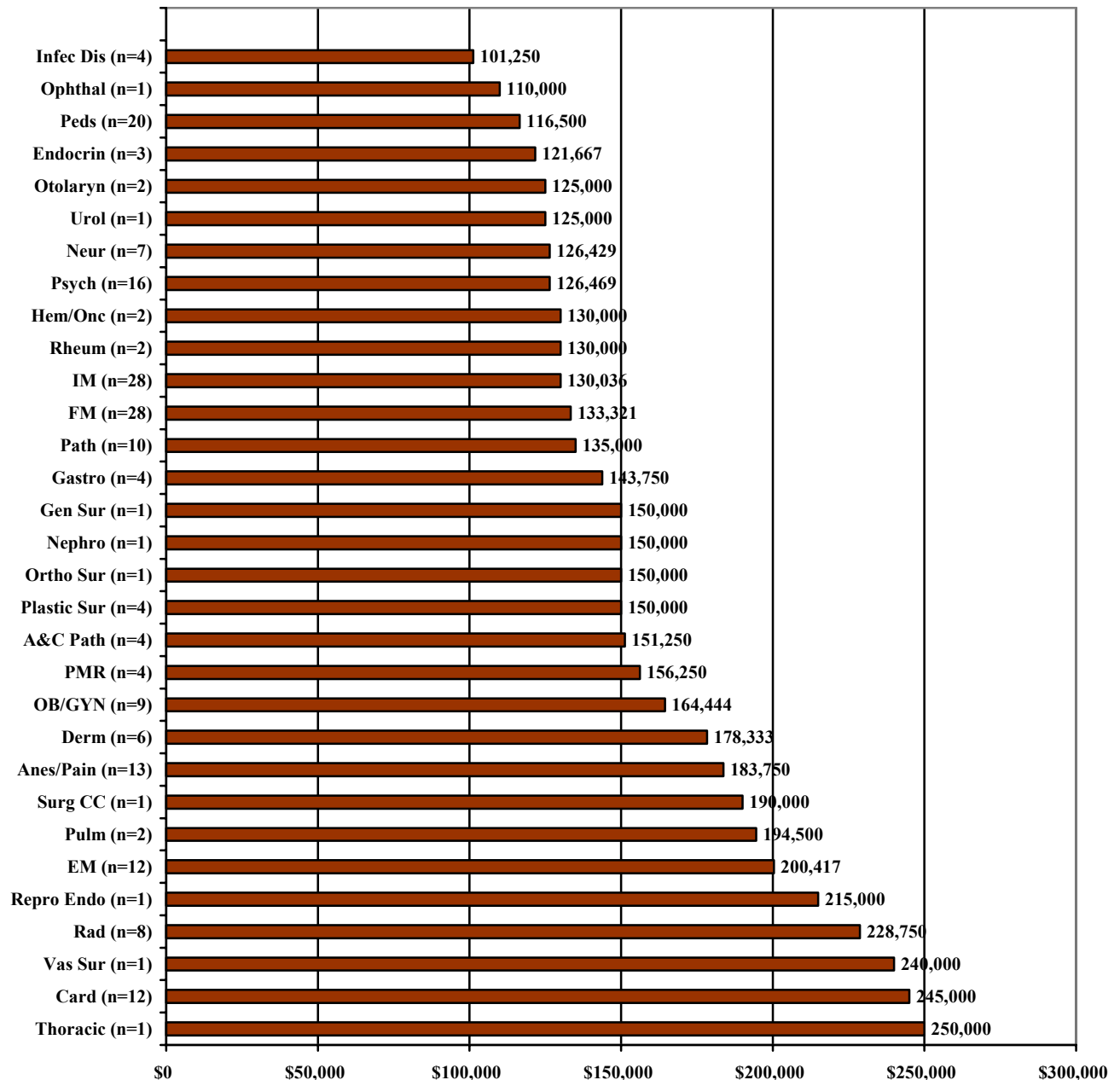
■ Somewhat Satisfied

■ Not Too Satisfied

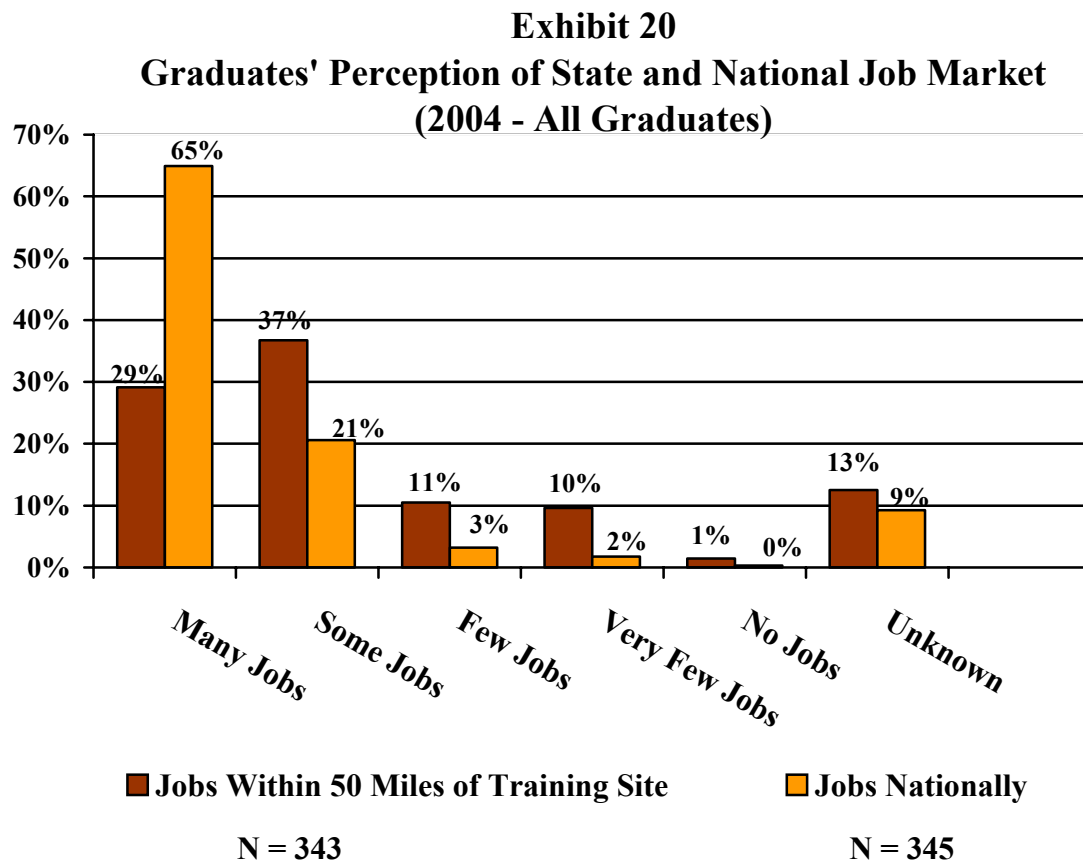
■ Very Dissatisfied

FIRST YEAR SALARY BY SPECIALTY

Exhibit 19
Average Starting Salary by Specialty for Graduates Providing
Expected Gross Income for First Year of Practice
(N=209)



Salaries for new primary care physicians (Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology) have increased slightly over previous years. Specialists also enjoyed higher overall starting salaries.



Graduates of Georgia's residency training programs continue to have favorable perceptions of the state and national job market. Approximately 66% of respondents indicated there were some, if not many, jobs available within 50 miles of their training site. (The percentage was 63% in 2003). Similarly, an even higher percentage of respondents, 86%, indicated there were some, if not many jobs, for physicians at the national level. (This percentage was 84% in 2003.)